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BOARD OF INDUSTRIAL RELATIONS

ANNUAL REPORT

1961

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This Report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during 1961.

Parts I and IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purpose of Collective Bargaining.

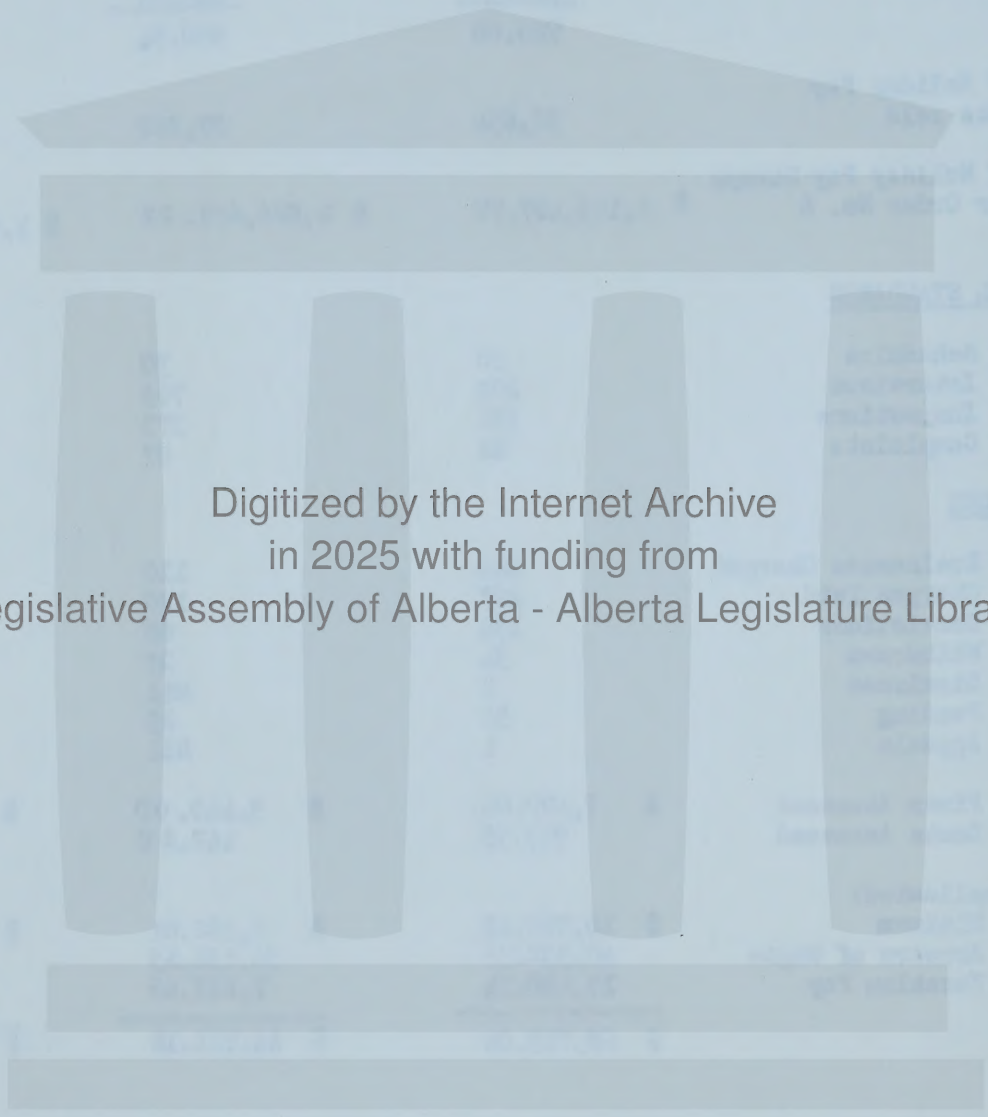
Part VI sets forth procedure where female employees, who are employed by employers to perform identical or substantially identical work as males, may register claims for equal pay.

This report deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

PARTS I TO IV INCLUSIVE

	Jan. 1/59 - Dec. 31/59	Jan. 1/60 - Dec. 31/60	Jan.1/61- Dec. 31/61
Number of Board Meetings (Included Public Hearings)	66	52	46
Number of Inspections	36,737	41,465	41,028
Number of Business Places Inspected	11,567	13,326	13,098
Number of Employees Affected by Inspections	83,375	98,548	75,795
SETTLEMENTS MADE:			
Minimum Wage Underpayment	$ 9,162.27	$ 8,018.59	$ 9,261.34
Vacation Pay Orders	65,117.85	66,658.66	68,123.12
Overtime Arrears	78,191.86	71,320.85	55,366.27
Unpaid Wages	96,859.31	93,587.90	85,209.88
	$ 249,331.29	$ 239,586.00	$ 217,960.61
Number of Employees Affected by above Settlements:			
Male	3,782	4,397	3368
Female	686	983	823
Number of Complaints Received	5,915	5,380	4191
Number of Employees for whom Weekly Increases obtained to at least the Minimum Wage:			
Male	86	45	98
Female	206	135	430
TOTAL	292	180	528

	Jan.1/59-Dec. 31/59	Jan.1/60-Dec. 31/60	Jan.1/61-Dec. 31/61
Amount of Weekly Increses Obtained for above employees:			
Male	$ 395.00	$ 548.33	$ 478.29
Female	510.00	442.61	1,237.89
	905.00	990.94	1,716.18
Number of Holiday Pay Stamp Books sold	32,834	27,560	28,293
Amount of Holiday Pay Stamps Sold Under Order No. 6	$ 2,125,427.79	$ 2,026,697.22	$ 1,925,819.26
INDUSTRIAL STANDARDS			
Number of Schedules	30	30	30
Number of Interviews	603	765	818
Number of Inspections	331	373	509
Number of Complaints	82	87	66
PROSECUTIONS			
Number of Businesses Charged	120	110	74
Number of Charges laid	207	128	118
Convictions	136	80	80
Withdrawn	34	25	25
Dismissed	2	Nil	7
Pending	35	23	27
Appeals	1	Nil	2
Amount of Fines Assessed	$ 7,420.00	$ 3,440.00	$ 2,085.00
Amount of Costs Assessed	999.55	442.20	285.70
Amounts Implicated:			
Minimum	$ 10,980.49	$ 2,162.01	$ 6,184.37
Arrears of Wages	40,332.35	35,131.45	19,190.81
Vacation Pay	17,430.24	7,617.66	8,446.02
	$ 68,743.08	$ 44,911.12	$ 33,821.20



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Board Activities - Part V

CERTIFICATIONS	1958	1959	1960	1961
Granted	107	144	158	140
Refused	44	21	32	42
Returned	8	20	4	7
Withdrawn	12	6	14	3
Pending	9	6	4	20
SUSPENSIONS OF CERTIFICATIONS				
Certifications Suspended	5	26	6	0
Applications Refused	8	9	1	0
Applications Withdrawn	2	0	0	0
Applications Pending	4	3	0	0
Applications Returned	1	1	1	0
REVOCATION OF CERTIFICATIONS				
Certifications Revoked			2	12
Applications for Revocation Refused			2	4
Applications for Revocation Pending			3	1
CONCILIATIONS				
Completed (Settled)	134	97	74	78
Pending	17	10	20	16
Withdrawn	8	5	6	6
To Conciliation Board	67	48	35	39
Lapsed		2	0	0
CONCILIATION BOARDS				
Unanimous Awards	23	21	13	16
Majority Awards	30	7	11	14
Pending	7	4	3	3
Dissent by Employers Member	20	3	9	9
Dissent by Employees Member	10	4	2	3
Dissent by both members in different clauses				2

Some Conciliation Boards dealt with disputes involving more than one employer.

CONCILIATION BOARD AWARDS				
Accepted by Both Parties	6	3	7	2
Accepted by Employers Only	2	1	4	16
Accepted by Employees Only	24	15	17	52
Rejected by Both Parties	12	3	9	49
Settled before Award Submitted	9	6	0	2

VOTES	1958	1959	1960	1961
Re:- Appointment of bargaining agent	20	37	15	11
Re:- Conciliation Board Awards	44	20	20	143
Re:- Suspension of Certification	6	18	5	0
Re:- Strike Action	11	6	15	45
Re:- Revocation of Certification			2	8
Re:- Section 104 of The Alberta Labour Act			4	3

STRIKES AND LOCKOUTS

After Provisions of The Alberta Labour complied with

Strikes	8	1	4	5
Lockouts	39	0	1	0

Numbers involved in Legal Strikes and Lockouts

Employers	47	1	5	4
Employees	825	36	1177	598

Numbers involved in Illegal Strikes reported to the Board

Employers	3	0	0	0
Employees	574	0	0	0

BOARD ACTIVITIES

The complexities of the problems facing the Board during the past year have become greater as has been the trend during recent years. This results from the greater industrialization of the Province with the natural, consequence, more experienced and better trained personnel representing both management and labour. The Board has been able to satisfactorily resolve all such problems, possibly not to the satisfaction of all parties in all instances, through much thought and deliberation.

After giving consideration to representations made at Public Hearings held in 1960, the Board issued five orders which received the approval of the Lieutenant Governor in Council, amending already existing Orders.

The minimum wage orders were rewritten, establishing the same minimum wages for both male and female employees and increasing the minimum wages in light of current conditions. This resulted in an increase to male employees of ten cents per hour or four dollars per week, and fifteen cents per hour or six dollars per week for female employees. The graduation in the minimum wages for female employees based on experience was eliminated and the graduation applicable to both male and female employees is now based on age only.

The new vacation with pay order provides for two weeks vacation with regular pay for each year of employment while formerly an employee would require the granting of only one week's vacation with pay.

The order respecting logging and sawmill operations was extending to apply in the summer months with the permission of the Board where such operations cannot be carried on as is normal during the winter months.

By another order the forty-four hour week was extended to all centers of over five thousand population where formerly it applied only in the four larger cities.

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS 1961

Disposition of Charges laid for Infractions of
The Alberta Labour, Orders and The
Industrial Wages Security Act.

		FINES	COSTS	ARREARS	I/D	INFORMATIONS SWORN	CONVICTIONS	DISMISSALS	WITHDRAWALS	WARRANTS EXECUTED	COMMITTALS	OPEN CASES BROUGHT FORWARD FROM 1960	OPEN CASES OUTSTANDING - END OF 1961
Sec. 11 (1)	Failure to Maintain Time Records	350.00	26.40		149	13	10	1	1				1
Sec. 11 (4)	Failure to Produce Records on Board Order	640.00	54.00	2560.52	310	18	14		4	1		3	1
Sec. 18	Failure to Post Shift Schedules	15.00	2.50		3	1	1						
Sec. 29	Minimum Wage Orders Nos. 1 and 2, old and new	90.00	12.40	2430.42	45	6	5	1				3	2
Sec. 29	Cooks Order No. 13	10.00	12.80	1033.66	30	2	1		1				
Sec. 29	Trucking Order No. 20			159.77		2		2					
Sec. 41	Failure to pay all wages	410.00	63.60	16990.81	124	28	18		6	2		9	13
Sec. 43 (5)	Vacation Pay Order No. 5	295.00	51.80	3353.68	90	22	17		4	1		3	4
Sec. 43 (6)	Vacation Pay Order No. 6	175.00	25.40	4701.26	25	16	11		4			1	2
Sec. 43 (8)	Failure to Pay Court Order			391.08		5	2		4		2	4	4
Sec. 72	Part V					2		1	1				
Sec. 94	Part V					2		2					
Industrial Wages Security Act - (wages)		100.00	36.80	2200.00	60	1	1						
		2085.00	285.70	33821.20	836	118	80	7	25	4	2	23	27

The summary of the court cases for the past year deal with various matters pertaining to the collection of outstanding wages, overtime, vacation pay and to certain charges preferred under Part V of The Alberta Labour Act. In this latter instance, two charges were preferred under section 72 (7) of The Alberta Labour Act as against the Alberta Bedding Ltd., Edmonton, and Nathen Pakes, Edmonton.

Owing to a point in law, a charge against the individual and the company were preferred with the understanding that one charge would be proceeded with. In this connection, the charge against Alberta Bedding Ltd., alleging that, as an employer, they did not execute a collective labour agreement after the terms of the said agreement had been settled, was preferred. This charge was dismissed on the learned Judge's ruling that the Union did not properly serve the necessary copy of the agreement on the employer for execution. The charge against the individual was withdrawn.

The charge under section 94 of The Alberta Labour Act was preferred against Dales Bros., Edmonton, alleging that this firm had unlawfully implemented a wage increase while a dispute was in existence and without consent from the bargaining agent. This charge was dismissed as it was the opinion of the court that a dispute did not exist between the employees and the employer. It appeared in the evidence that the bargaining agent had failed to notify the various employees that the dispute negotiations on their behalf had been commenced.

It was noted, during the past year, that some considerable difficulty was encountered to effect collections of ordinary wage arrears as there appeared to be an increase in the number of employers who were on the verge of bankruptcy or had gone into bankruptcy or liquidation. This, of necessity, required the various claimants to either proceed civilly to recover certain wages or to enter their claims with the Trustees handling bankruptcy proceedings. These cases are in the minority, but it is noted that they have increased over the past year.

THE INDUSTRIAL WAGES SECURITY ACT

A comparative statement as to deposits, exemptions and wage claims under The Industrial Wages Security Act is as follows.

Lumbering Industry	1959	1960	1961
Cash and Dominion of Canada Bonds	103,482.04	57,200.52	40,229.52
Indemnity Bonds	221,952.07	178,050.00	39,278.31
	$325,434.11	$235,250.52	$79,507.83
Exemption Certificates granted	17	69	89
Coal Mining Industry			
Cash and Dominion of Canada Bonds	67,177.07	41,601.07	36,601.07
Indemnity Bonds	19,119.62	2,000.00	1,200.00
	$86,296.69	$43,601.07	$37,801.07
Exemption Certificates granted	7	30	33
TOTAL for Lumbering and Coal Industries	$411,730.80	$278,851.59	$117,308.90

Wage claims numbered one during 1959 and amounted to $25.00 - Lumbering Industry.
Wage claims numbered twenty-three during 1960 and amounted to $2,112.78 - Lumbering Industry.

Wage claims 1961 - Nil.

Industrial Standards Schedules

In the year 1961 a submission has been made to rescind fourteen schedules. The schedules had been in force various periods, ranging from six years to twenty-two years. An amendment to The Alberta Labour Act in 1960 provides that where a schedule has been in force for a period of five years and no conference has been convened, the Honourable Minister may recommend to the Lieutenant Governor in Council that the schedule be declared not to be in force.

LABOUR WELFARE - BOARD OF INDUSTRIAL RELATIONS
ANNUAL COMPARATIVE STATEMENT FOR
YEARS 1959, 1960 and 1961

	Housekeeping			Toilets			unchrooms			Children			Heat			Chairs			Weights		
	1959	1960	1961	1959	1960	1961	1959	1960	1961	1959	1960	1961	1959	1960	1961	1959	1960	1961	1959	1960	1961
standing on nuary 1	18	11	14	129	112	116	-	14	10	-	-	1	-	-	-	1	1	-	-	-	-
ber of tructions ued	70	60	40	97	68	47	-	16	28	2	2	2	-	1	-	1	2	2	-	-	2
ber of tructions pleted	72	57	41	100	64	89	-	20	17	3	1	2	-	1	-	1	3	1	-	-	2
standing as December 31st	11	14	13	112	116	74	14	10	21	-	1	1	-	-	-	1	-	1	-	-	-

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Wage claims 1961 - Nil.

Appr. No. 1705

Particulars B. Expenses	Estimates 1961 to 1962	Proposed Estimates 1962 to 1963	Final Estimates	Amount Expended Sept. 30 1961
100 Accountable Advances				3,425.00
130 Advertising	500.00	500.00		
145 Automobile Purchase	8,100.00	4,000.00		
305 Entertainment Expenses				
320 Fees & Commissions (Include Convention Registration)	17,000.00	18,000.00		8,709.21
335 Freight, Express & Cartage	100.00	100.00		61.99
350 Furnishings, Equipment & Tools	450.00	850.00		
495-605 Materials and Supplies (Administrative & Operating)	8,700.00	9,400.00		7,771.33
610-650 Materials and Supplies (Construction & Maintenance)				
680 Miscellaneous Expenses	80.00	80.00		64.40
740 Postage	3,000.00	3,000.00		1,626.56
770-785 Rentals	1,000.00	1,000.00		548.50
795 Repair & Maintenance (Equipment & Tools)				
800 Repair & Maintenance (Office Machines)	1,500.00	1,000.00		
805 SALARIES	301,260.00	305,395.00		138,821.00
825 Telephone & Telegraph	2,000.00	2,000.00		935.00
860-915 Travel Expense (Include Car Expense)	27,920.00	25,860.00		9,730.14
960-970 Utilities				
980 Wages	1,000.00			754.15
845 Trav. Exp. N.P.S.		1,200.00		
Other				
TOTAL	$372,610.00	$372,385.00		$172,447.28

Increase or decrease in staff -
Give details